

# Recruiter

The Magazine of the Air Force Recruiting Professional

# 5



AIR FORCE  
REACHES  
GOLDEN ANNIVERSARY  
OF RECRUITING

April/May  
2004

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## cover photo



Fifty years after breaking free of the Army, Air Force recruiting is still providing the world's premier air and space force with quality Airmen. (Cover by Tech. Sgt. John Asselin)

## February Top EA Recruiters

TSgt Timothy Scott	336	500%	SSgt William Rawls	348	400%
SSgt Travis Neitch	330	500%	MSgt Shawn Raisch	338	400%
SSgt Scott Hitchcock	313	450%	TSgt James Dean	319	400%
TSgt Jim Miller	341	400%	TSgt Ricky Fredrickson	344	350%
SSgt Chad Colgate	345	400%	TSgt Latonya Williams	344	350%

## February Top Flight Chiefs

MSgt John Haldie	348C	210%	MSgt Virgil Scott	314A	167%
TSgt Chris Ury	345G	193%	MSgt Douglas Speck	368B	158%
MSgt William Kirkpatrick	318F	171%	MSgt James Roulette	343D	156%
MSgt Raney Tromblee	319F	170%	TSgt Michael Payne	349D	154%
TSgt David Deyarmin	337F	169%	TSgt Rupert Brown	342F	150%

## Recruiter Spotlight

Photo by Staff Sgt. Eric Petosky

### Staff Sgt. Joey Debonis

**Job title:** Officer accessions recruiter, 347th Recruiting Squadron

**Office location:** Chicago, Ill.

**Hometown:** Haines City, Fla.

**Time in Air Force:** Nine years

**Time in AFRS:** Four years, six months

**Hobbies:** Playing guitar, beach volleyball, camping and fishing

**What inspires you to do what you do?** The Air

Force was the best thing for me. There are many people out there just like me trying to find themselves and I know the Air Force can help them.

**What is the best advice you have ever received?** Set your personal goals for recruiting higher than your assigned goals and expectations and you will be successful. Find a balance in your career, family and education.

**What hints can you give others about recruiting?**

Professional Sales Skills works — learn to apply it and adapt it to your personality. Always follow up and build a relationship with the applicant.

**Personal motto:** Leave the door open, you never know when opportunity will walk through.



# Chief talks change

## Recruiting sees 50 years of progress

**By Chief Master Sgt.  
Ken Kowalski  
Air Force Recruiting Service**

As the Air Force celebrates 50 years of recruiting this month, it's hard to believe that I've been a part of it for almost 20 of those years. In that time, recruiting has seen significant changes that today make the Air Force and the Airmen serving the best in the world.

After volunteering to become a recruiter in 1984, one of the first challenges I had to overcome was to rebuild relations with schools and counselors who still harbored negative feelings toward the armed forces following military action in Vietnam. Many of those educators believed firmly that serving in the military was a last option. Today, that attitude has changed considerably as many believe, and have seen firsthand, serving today provides limitless opportunities for advancement.

Taking advantage of Air Force opportunities in greater numbers than ever before are women. The Air Force used to cap the number of women who could be recruited. Women now make up 20 percent of our force and represent a segment of society that, in this generation, is among the top in professional growth.

Changes in society have also affected the way we recruit. Instead of talking to a single applicant and his or her parents,

we sometimes now speak to multiple parents, spouses and children.

Despite all of the changes we've seen in society, there remains one constant — we continue to recruit great kids. Although yesterday's long hair and tie-dye shirts have been replaced with today's wild-colored hair and baggy pants, Airmen continue to do what is asked of them whether it is at a desk in California or a flight line in Afghanistan.

The quality of people being recruited, however, is a reflection of the caliber people who are recruiting them. Over the past several years, the quality of recruiters has improved primarily due to the screening process. And while we've begun selecting individuals to become recruiters, it has been done with great success.

Ahead for recruiting is the same challenge the rest of the Air Force is facing — restructuring. While recruiters once carried goals of four or five on a regular basis when we needed 55,000 people a year, our accession numbers are going down because the Air Force has done a good job retaining people. As the Air Force continues to support two conflicts, it must also tackle force shaping. The result is a restructuring that will trickle down throughout the service and require more change in how we recruit.

We'll have to reshape our own



recruiting force and take a critical look at our accessions. The force is healthy right now, but money is incredibly tight. As most of those who have been in recruiting for some time know the nature of our job is cyclical. We're entering a cycle now where resources are being taken away.

To help solve these issues of manpower and funding on the horizon, it's going to take strategic planning. We must focus on planning for the long term, not just the short term.

The commander is clear on planting seeds to get the message out to young men and women — not just the ones we're recruiting today, but those we need five years from now. You can accomplish this by continuing to provide the best customer service possible.

The Air Force has always been great at fixing problems, but it will rely on our collective efforts to see it through to success today and beyond.



1954

**March 6** Secretary of defense signs order directing the Air Force to assume operational control of recruiting.

**April 10** The 3500th Personnel Processing Group in Waco, Texas, is redesignated the 3500th USAF Recruiting Wing.

**May 12** The USAF Recruiting School is established at Lackland Air Force Base, Texas.

**May 20-31** The 3500th USAF Recruiting Wing is relocated to Wright-Patterson AFB, Ohio.

1955

**January** 3500th USAF Recruiting Wing includes six groups, 65 detachments and 812 offices.

**May 1** 3500th USAF Recruiting Wing assumes responsibility for the Air Force Nurse Procurement Program.

Hank Aaron begins his professional baseball career.

Elvis Presley records "That's All Right Mama."

The polio vaccine is declared safe for use.

# Back to the Egg

**Before 1954, recruiting was a joint endeavor between the Army and Air Force. There were Air Force recruiters of course, but the operational control of the recruiting function belonged to the Army. Airmen struggled for many years after World War I to convince politicians there should be a separate air arm, equal to ground and sea forces. Brig. Gen. Billy Mitchell even sacrificed his career for the idea. With the signing of the National Security Act in 1947, the Army Air Force became a separate Air Force, equal with the Army and Navy. However, it would take the Air Force several more years to gain operational control of its own recruiting efforts.**

## By Master Sgt. Lane Bourgeois Air Force Recruiting Service

After World War I, some American politicians were receptive to the idea of an independent air arm, modeled after the British Royal Air Arm.

A number of bills to accomplish this were introduced in Congress shortly after the war ended in 1918. For a time, these bills seemed to enjoy strong support, but support soon withered before the opposition of Gen. John J. Pershing, Maj. Gen. Mason Patrick and Newton Baker — men who had defeated Germany.

Despite this initial setback, obsolescent aircraft, and austere defense budgets, Brig. Gen. Billy Mitchell waged an aggressive campaign for an independent Air Force equal with the Army and Navy. His zeal eventually cost him his job as assistant chief of the Air Service. In 1925, he was sent to Fort Sam Houston, Texas, as air officer for the VII Corps area, assuming his permanent rank as colonel.

But General Mitchell refused to be silent. After making some harsh statements in the wake of two air mishaps, he was court martialed for conduct prejudicial to good order and military discipline. He was sentenced to a five-year suspension from duty. General Mitchell chose to retire, and remained a vocal supporter of a separate Air Force until his death in 1936. Though General Mitchell had failed to move politicians, he inspired a cadre of Airmen who would later wield significant influence.

With the clouds of war gathering over Europe, America began building its forces for war. The Army Air Corps saw a dramatic build up in 1939 after President Franklin Roosevelt called for a force of 50,000 planes divided among the Army, Navy and Marine Corps. This goal, though unrealistic at that time, was a rallying cry for the aircraft industry in America. Air power, and thus the Army Air Corps, became a vital tool for waging war. By December 1941, 300,000 airmen wore the insignia of the Army Air Corps. During World War II,

the Army Air Corps proved its worth.

Before the war ended in 1945, Gen. George Marshall called for a study of an independent Air Force. The study produced a document that recommended a single defense department with equal parts controlling air, sea, and ground forces. The time for a separate air arm had come.

By 1946, plans were well underway to make the Air Force a separate service. Gen. Carl Spaatz, Army Air Forces Commanding General, reorganized the Army Air Force to smooth the transition to an independent force. General Spaatz also wanted to establish a separate recruiting function for the AAF. But Gen. Dwight D. Eisenhower, who saw this as simply a duplication of effort, refused to consider it. Instead, General Eisenhower told General Spaatz to continue to work with the War Department Military Personnel Procurement Service. However, General Spaatz was insistent. He wrote General Eisenhower, "I am convinced





**1956**

**July 1** 3500th USAF Recruiting Wing is delegated direct appointment authority for Women in the Air Force officers.

**August 24** 3500th USAF Recruiting Wing is delegated procurement responsibility for qualified dieticians, physical therapists and occupational therapists.

Prince Rainier of Monaco marries Grace Kelly.

**1959**

**July 1** 3500th USAF Recruiting Wing assumes procurement responsibility for Air Force Judge Advocate General officers.

**July 8** 3500th USAF Recruiting Wing inactivated and Air Force Recruiting Service is established and activated.

Alaska and Hawaii become U.S. states.

**1961**

**March 27** AFRS signs agreement with Headquarters Continental Air Command to assist in recruiting personnel for the Air Force Reserve.

**September 25** The Air Force Recruiting Support Center is established at Governor's Island, N.Y.

Alan Sheppard becomes first American in space.



**1930s** The Army did recruiting for the Air Corps from this canvas-topped troop hauler.

that we are not doing all that is within our power to provide a strong AAF enlisted structure in the future. A specialized advertising program which appeals specifically to the type of man needed by the Army Air Forces should be undertaken.”

General Eisenhower upheld his original decision. General Spaatz pleaded to acting Chief of Staff for the Army Gen. Thomas T. Handy, writing him, “Today the combat potential of this command is being destroyed because the present recruiting organization is failing to meet our personnel needs. If this command is to properly carry out its mission, I feel it essential that I be given the responsibility, funds and authority to conduct an independent military personnel procurement



**1977** During an Amarillo, Texas, exhibit of the Air Force Orientation Group T-37 and T-38 aircraft, Master Sgt. Richard A. Mackie discusses Air Force basic training with an area youth.



1962

**June** Last Officer Candidate School class graduates.

**November** Aviation cadet-navigator procurement ends as a result of plans to enter aviation cadets into undergraduate navigator training.

1965

**March** AFRS begins relocating to Randolph AFB, Texas.

**October** Air Force initiates Delayed Enlistment Program to allow people to enlist in the Air Force Reserve up to 120 days before reporting for active duty.

1966

**August** 3502nd USAFR Group relocated from Olmstead AFB, Pa., to McGuire AFB, N.J.

**October** OTS applications taken for the first time from married women.

Jack Nicklaus wins U.S. Open at age 22.

The miniskirt hits store shelves in London.

First Star Trek episode airs on television.

program which I designed to meet the needs of the AAF.”

General Spaatz could not convince his superiors that a separate recruiting function for the Air Force was needed, even after pointing out the successful recruiting programs of the Navy and Marine Corps. After the National Security Act of 1947 was signed, of which one of the provisions made the Air Force a separate service, the secretary of defense chose to combine Army and Air Force Recruiting under one roof. The Air Force obtained functional responsibility for its recruiters, but the Army maintained operational control of the overall recruiting effort. Army and Air Force recruiting would continue much as it had before. The name U.S. Army Recruiting Service was changed to U.S. Army and Air Force Recruiting Service. Appropriated funds to the Army and Air Force were divided in a 60-40 ratio, respectively — in keeping with the relative strength of each department.

Not only did the secretary of defense want Army and Air Force recruiters to work together, but he wanted the Navy to bring their recruiters into the organization as well. This would create a joint recruiting service for all three branches, but the Navy balked at the idea. Therefore, the secretary of defense went ahead with combining Army and Air Force recruiting, leaving the Navy alone.

Air Force personnel, who had been assigned under the Army, were reassigned to the Air Force and attached to the U.S. Army and Air Force Recruiting Service. This “attachment” status raised questions in 1949. Army commanders



**1965** Movie starlet, Deborah Walley, in Columbus, Ga., for the opening of her new film, "Sergeant Deadhead," became an honorary recruiter. Presenting honors was Master Sgt. John Grimes of the Columbus recruiting office.

wondered if an Air Force officer, even if he were senior, had the authority to assume command of a recruiting installation, since he was only attached, not permanently assigned. The director of personnel and administration set the record straight, stating that the responsibility for the direction of recruiting operations at an installation belonged to the senior individual whether he be Air

Force or Army.

It wasn't long before the Air Force had questions of its own. In 1950 it wanted to transfer servicing responsibility of Air Force recruiting activity to the Continental Air Command. The Air Force felt that “the present organization and attendant procedures are cumbersome, administratively deficient, and not in keeping with the policy of this head-





**1973**

**March** The Armed Forces Vocational Testing Group is activated and assigned to HQ AFRS.

**July** The nurse recruiting function is combined with medical personnel procurement.

**1974**

**March** AFRS begins using a coupon method of establishing leads from magazines, as well as a toll-free phone number in billboard ads.

**April** The School of Military Sciences, Officer, returns to its former name of Officer Training School.

**1977**

**October** Medical Recruiting Division upgraded to directorate level.

**October** Special Orders inactivate 32 recruiting detachments and activate 32 recruiting squadrons.

George Foreman wins heavyweight boxing championship.

President Richard Nixon resigns from office.

"Saturday Night Fever" opens in theaters.



**1973** Maj. Silver Crim, Detachment 409 commander, shows future aircraft mechanic Teddi Jean Dirickson a model of a plane she may one day work on.



**1973** His takeoff roll interrupted, Tech. Sgt. Marvin Rogers explains to Durango, Colo., Chief of Police John Garnand why his F-104 is being taxied down Main Street. Sergeant Rogers and Detachment 701 administrative specialist Sgt. Judy Grant were permitted to proceed when Chief Garnand learned the pair were scheduled to participate in Durango's largest parade of the year.



**1954** This panoramic view shows 617 enlistees a few minutes before a ceremony where they took the oath of enlistment July 25, 1954 in Detroit, Mich. The aircraft in the background await passengers for the flight to Sampson AFB, N.Y., and basic training.



1979

**May** Pregnancy testing implemented at Armed Forces Entrance and Examining Stations.

**September** Air Force fails to meet non prior service goal for the first time in AFRS history.

1980

**July** Health Professionals Special Pay Act enacts a total revision of the level and method of medical personnel bonus payments.

**October** AFRS implements the College Senior Engineer Program.

1981

**August** HQ AETC approves reorganization of HQ AFRS to allow more effective alignment of directorates and divisions.

**October** AFRS restricts Delayed Enlistment Program in excess of six months to high school graduates only.

Nuclear-related accident happens at Three Mile Island.

Mount St. Helens erupts in Washington.

Walter Cronkite retires from his news anchor position.



**1977** Students from Natchez High School, Miss., and Tech. Sgt. Hugh Summers, a Detachment 309 recruiter, leave an Airmen's dormitory during a tour of England AFB, La.

quarters, that any function which is purely operational in nature and which can be performed by our field elements should be transferred to the appropriate command." The request was approved.

In 1951, problems with the joint arrangement began to surface with increasing frequency. Rated Air Force officers were experiencing difficulty in obtaining permission from their immediate supervisors to get in the required flight time to maintain their proficiency. Some Army commanders were pulling Air Force recruiters from the field to work on administrative details. Other Airmen were being utilized as administrative personnel at induction stations. The Air Force also wanted to over-subscribe daily enlistment quotas. The Army objected since they didn't have the funds to house them.

In 1952, the Chief of Military Personnel Procurement Service Division, Air Force Brig. Gen. O.O. Niergarth, wanted to get Continental Air Command out of the recruiting business since it didn't carry the responsibility for recruiting. The general complained that, "MPPSD at present carries full responsibility for recruiting for the Air Force and for the Army and yet, in the case of the Air Force, control can be exercised over the people in the field only through Headquarters, Continental Air Command and the 2280<sup>th</sup> Recruiting Squadron. This type of organization can only result in confusion and demoralization of the Air Force people assigned to recruiting duty inasmuch as they are actually working for two bosses." He suggested a wing-type organiza-



**1987** Shannen Doherty, star of the NBC series "Our House," visits recently sworn-in DEPpers in the 3552nd Recruiting Squadron. She paid a visit to Wright-Patterson AFB, Ohio, during Air Force anniversary celebrations.





**1983**

**August** AFRS begins operating an automated qualified and waiting system for the enlisted recruiting program.

**September** AFRS meets all 13 enlisted and officer recruiting objectives for the first time since the advent of the all-volunteer force.

Cellular telephones make first appearance in Chicago.

**1985**

**July** The Montgomery GI Bill becomes available to qualified people enlisting in the Air Force.

**August** AFRS computer programmers develop the process to transfer significant analysis information directly to the groups and squadrons using PROMIS.

"Amadeus" wins Academy Award for best picture.

**1987**

**March** AFRS raises minimum AFQT scores for enlistment from a composite 175 to a composite 185. The general score requirement remains at 40.

**December** HQ USAF cuts FY88 enlisted non prior service goal to 40,000, the lowest in AFRS history.

U.S. and Canada sign free trade agreement.

tion, with the senior Air Force officer on duty at MPPSD as the commander.

General Niergarth didn't believe separation of the Air Force recruiting function from the Army was necessary. However, in 1953, Air Force Assistant Judge Advocate Brig. General Albert M. Kuhfeld, paved the way for an independent Air Force recruiting service. He stated, in a published opinion, that there was no legal mandate that prohibited (or required) the Air Force to establish its own recruiting service. It wasn't long before the Directorate of Training, Airman Procurement Branch, recommended the Air Force assume budgetary responsibility for advertising funds, and transfer recruiters to selected Air Force bases while integrating them into the 3500th Personnel Processing Group.

In 1954, the Air Force had plans in place for a significant buildup. The assistant secretary of the Air Force received word that the Air Force would not be able to meet the required year-end strength for fiscal years 1955-1956, unless it had operational control of the Air Force recruiting force. He received recommendations that the Air Force establish a unified recruiting organization for Airmen and aviation cadets under Air Training Command, while continuing joint utilization of facilities relative to the processing, enlisting, and shipping of enlistees. These recommendations were forwarded to the secretary of defense.



**1973** Bobbie Suresch says "goodbye" to one of her former charges, Trapiche, at the Ringling Brothers, Barnum and Bailey Circus in Fort Lauderdale, Fla. The former circus performer visited the circus for the last time after enlisting in the Air Force. Tech. Sgt. Michael Hatcher recruited Ms. Suresch and escorted her on the visit.



1990

**February** A meeting of the Air Force Minority Officer Procurement and Development Advisory Panel signals renewed emphasis on minority recruiting.

**October** AFRS cuts 226 authorizations; most of them recruiter positions.

1992

**August** AFRS awards contract for PROMIS II hardware and integration service.

**August** Hurricane Andrew destroys a recruiting office and damages four others, along with six government vehicles in Homestead, Fla.

1996

**January** Public affairs NCOs begin arriving at recruiting squadrons.

**April** National Defense Authorization Act increases SDAP for recruiters.

Hubble Space Telescope placed in orbit.

The International UFO Museum opens in Roswell, N.M.

The Atlanta Braves wins its first World Series.



*Above: 1978* Each of the 32 squadrons has one of these red, white and blue vans. Besides using them in parades, other recruiters have employed the vans as mobile offices, static displays, mini-theaters for showing super-8 films, and many other ways. *Top Right: 1981* Aim High is the theme of this year's national advertising program. The Aim High theme will appear in most versions of Air Force advertising from general support to engineering products. *Bottom right: 1978* This windbreaker jacket with the "Air Force — A Great Way of Life" logo is designed as an incentive to DEPpers for referring prospects to their recruiter.



On March 6, 1954, Secretary of Defense Charles E. Wilson finally settled the matter. He signed an order requiring the Air Force to assume operational control of its recruiters. The Air Force had finally won its struggle for an independent recruiting service. On April 10, 1954, the Air Force redesignated the 3500th Personnel Procurement Wing as the 3500th Recruiting Wing. The wing would grow to an authorized total of 3,198 personnel, with six recruiting groups overseeing a total of 71 recruiting detachments.

On July 1, 1954, the Air Force officially assigned the 3500th Recruiting Wing its threefold mission: Select from civilian sources a sufficient number of

airmen, including Women in the Air Force, to meet the requirements of the Air Force; select, qualify, and report to the flying training Air Force, aviation cadets, from civilian sources, to meet the requirements of the Air Force; and select, qualify, and report to the technical training Air Force personnel for assignment to the U.S. Air Force Officer Candidate School.

After the Air Force became a separate service, it took recruiting service several more years to separate itself from the Army, beginning what has been one of the more successful recruiting efforts of all the services. Throughout its history, Air Force recruiters have consistently outperformed their counterparts in terms of accessions per recruiter.





1999

**January** Operation Jump Start sends 45 senior NCOs TDY to provide training to non prior service flights struggling with production.

**November** A new basic military training guide is developed for enlistees.

2000

**January** Recruiting school is tasked with graduating 700 new recruiters during the fiscal year.

**September** The AFRS team of recruiters in the field passes the 1,300 mark.

2002

**February** Tuskegee Airman ads become part of the Air Force's national "Cross into the Blue" advertising campaign.

**May** AFRS reaches contract goal of 37,000 on May 2 — the earliest since 1986.

Madeline Albright named first female secretary of state.

Mapping of the human genome is completed.

Nine trapped miners rescued in Pennsylvania.



*Top left: 1966* Master Sgt. Buddy Helton talks about the Air Force with Keith Koga and Lue Taubaga while they take a rest from surfing at Waikiki Beach in Hawaii. *Bottom left: 1966* Staff Sgt. Charles Avery, Ridgewood, N.J., recruiter, is shown with Rowlf, the dog from the Jimmy Dean Show. *Top right: 1976* Air Force recruiting offices are located in more than 900 communities throughout the United States. *Bottom right: 1978* There's hardly enough room, but the post mistress of Ochopee, Fla., Post Office promised Staff Sgts. Carl Ayers and Rita Moses, recruiters with the 3522rd Air Force Recruiting Squadron, she would display the Air Force Poster.





# One Tough Zone

## AFRS troops recruit Iraqi military

**By Tech. Sgt. John Asselin**  
**Air Force Recruiting Service**

Two Air Force recruiters are using their training and skills to recruit a distinct group of people into an organization far different from the U.S. Air Force.

Capt. Pete Ellum and Master Sgt. Greg Elmore are in Iraq recruiting that country's new military.

They are recruiting for the armed forces, border patrol, police force, facilities protection service and other agencies in Iraq, Captain Ellum said.

"Our mission has grown in scope and responsibility, but the lion's share is still recruiting the Iraqi armed forces," he said. "From the time we arrived until we are projected to leave, our goal is to recruit about 25,000 troops into the Iraqi military — everything from general officers to privates."

The two Airmen are literally recruiting and building the new Iraqi armed forces from scratch. Captain Ellum is the operations flight commander for the 319th Recruiting Squadron in Portsmouth, N.H., and Sergeant Elmore is the command standardization and training program manager at Headquarters Air Force Recruiting Service.

"We do everything from A to Z — even pick their jobs and rank," Captain Ellum said. "In just the first few days on the ground, Sergeant Elmore and I selected close to 400 senior (noncommissioned officers) to attend training."

"There are some similarities to recruiting in the (United States)," Sergeant Elmore said.

"We have to make sure we are getting the right ethnic mix (Kurds, Sunni Arabs and Shia Arabs), to ensure we meet our goal ... and recruit quality folks, but there really isn't a lot of recruiting in the sense

that we call recruiting — it's more processing," he said.

On an average day, 300 to 1,000 people will show up at the recruiting center to apply, with many waiting in line well before the center opens, Captain Ellum said.

"We recruit between the ages of 18 and 40, and applicants must have at least 22 intact teeth, be literate and in good health," he said. "They fill out an application, get briefed on the process and get medically qualified. If they make it that far, they sit down with a recruiter for an interview to determine rank, etc."

They determine ranks and jobs by considering education, military experience, occupational service, awards, literacy, English-language skills, appearance, attitude, bearing and other factors. In one case, attitude was an important part, Sergeant Elmore said.

"I was standing at the table helping the interpreter process the new







Master Sgt. Greg Elmore in one of the recruiting centers in Iraq. Sergeant Elmore is a command standardization and training program manager at Headquarters Air Force Recruiting Service.

recruits onto the bus when an Iraqi came up with no paperwork, and his jacket looked like it had gone through a shredder,” he said. “We were nervous about this guy just showing up, so the interpreter asked him where his paperwork was.

“In broken English, he said it had gotten blown up (in the recruiter center bombing Feb. 11) which was also the reason his jacket was torn up. The interpreter then asked him how he knew to show up today, and he said he didn’t, he just came every day since the bombing, hoping we would return so he could join the new Iraqi army and serve his country,” Sergeant Elmore said.

“He was scheduled to join as a junior NCO due to his education level and previous experience,” he said. “We needed more senior NCOs and after hearing his story, and how courageous he appeared to be, he was promoted to senior NCO and sent to training.”

Experiences like that have helped take the edge off long hours, challenging work and dangerous environments, and they



Capt. Pete Ellum and Master Sgt. Greg Elmore in front of one of the recruiting centers in Iraq.

provided the recruiters with real job satisfaction, Captain Ellum said.

“When I think of the brave Iraqi recruits who come into our

office, and the great risks they are willing to undertake to preserve the newly won peace and liberty in their country, it’s worth it,” he said.



# General speaks to Congress on nurse recruiting issues

**By G.W. Pomeroy**  
**Air Force Surgeon General**  
**Public Affairs**

Air Force nurses have provided tremendous support in operations Enduring Freedom and Iraqi Freedom, treating more than 200,000 patients throughout Southwest Asia, Maj. Gen. Barbara C. Brannon told the Senate Appropriations Committee's subcommittee on defense.

General Brannon, the Air Force's assistant surgeon general for both nursing services and medical force development, said that 725 active-duty, Reserve and Guard nurses have deployed with 24 expeditionary medical support units in the operations. Six nurses have served as expeditionary medical squadron commanders within the past year, she said.

She also described the role of flight nurses and aeromedical evacuation technicians, who have "seamlessly integrated" with medical service corps officers, front-end aircrews and ground medical units.

The general also addressed nurse recruiting and retention, and said that even though fiscal 2003 was Air Force nursing's best recruiting year since 1998, challenges remain in recruiting. Those challenges are related to the continuing serious shortage

of nurses across the United States.

The Bureau of Labor Statistics reported in 2003 that nursing has the largest projected job growth anticipated through 2012. And even though nursing bachelor degree program enrollments increased across the country last year, 11,000 qualified students were turned away because of limitations in faculty, clinical sites and classrooms.

General Brannon said that despite not meeting the Air Force's nurse recruiting goal for five straight years, at the end of fiscal 2003, the service was 118 nurses under its authorized end strength of 3,862. This was a 16-percent improvement over the previous year. Additionally, the general said that "retention remains strong at 93 percent."

She said the recruiting turnaround was helped, in part, by congressionally approved initiatives such as educational loan repayments of up to \$28,000 or accession bonuses of \$10,000. Expanding education, training and research programs provide an array of opportunities that will encourage nurses to stay in the service, ease recruiting requirements "and keep Air Force nursing strong," she said.

## Alumni reunion and leadership conference

Air Force Recruiting Service holds a combined Leadership Conference and Alumni Reunion Aug. 9-13 in San Antonio, Texas.

Events include retired Chief Master Sergeant of the Air Force Bob Gaylor as a keynote speaker, a state of the command brief, current recruiting practices brief, a golf tournament, and an alumni/AFRS leadership barbecue banquet. Alumni events take place on Aug. 10 and 11.

For more information, contact Senior Master Sgt. Jeff Lesko at [jeffrey.lesko@rs.af.mil](mailto:jeffrey.lesko@rs.af.mil) or Master Sgt. John Gersper at [john.gersper@rs.af.mil](mailto:john.gersper@rs.af.mil).

## Medal for tornado relief efforts

Secretary of the Air Force Dr. James Roche has approved award of the Humanitarian Service medal to personnel who distinguished themselves by meritorious direct participation in tornado disaster relief operations to the civilian community surrounding Columbus Air Force Base, Miss.

To qualify for the award, the individual must have been assigned or attached to a unit providing direct "hands on" humanitarian relief actions within the community surrounding Columbus AFB, during the period Nov. 10-13, 2002. The individual also must have been physically present within the community surrounding the disaster area, and either contributed directly or influenced relief efforts.



# March Promotions

## Chief Master Sergeant

Michael G. Gasparetto

311 RCS

David W. Frameli  
Kenyon E. Moe  
Audrey A. Jolivet

368 RCS  
368 RCS  
369 RCS

## Senior Master Sergeant

Aneta Stankiewicz  
Scot D. Lee  
Scott L. Brooke

HQAFRS  
341 RCS  
364 RCS

## Technical Sergeant

Jodi L. Clerkin  
Vondell Collins  
Stephen D. Ellmore  
Lee R. Thomas  
Clinton S. Brawley  
Albert E. Schilling III  
Eric J. Land  
Kandice B. Butelli  
Jordi Sancho  
Michael E. Stewart

313 RCS  
314 RCS  
317 RCS  
336 RCS  
342 RCS  
361 RCS  
364 RCS  
367 RCS  
369 RCS  
369 RCS

## Master Sergeant

Christopher Haug  
Steven M. Crowley  
David M. Deyarmin  
Leslie W. Dow  
Sherri J. Murphy  
Ricky A. Retelle  
Bryan T. Anderson  
Gary S. Ward  
Deanamarie L. Berry  
Melissa B. Lutat  
Elaine J. Samborski

314 RCS  
319 RCS  
331 RCS  
338 RCS  
339 RCS  
342 RCS  
344 RCS  
361 RCS  
364 RCS  
364 RCS  
364 RCS

## Staff Sergeant

Zachary T. Ervin  
Douglas E. Barker  
Ryan N. Schauer

332 RCS  
349 RCS  
349 RCS

Specifically excluded from eligibility are members who were present for duty at the specified location, but did not make a direct contribution to or influence the action.

The commander in charge of the operation at the site makes the final determination on direct/indirect participation. To verify individual eligibility, please contact either AETC/DPSMP at (210) 652-2549, or the 14th Mission Support Squadron at (662) 434-2575.

Once verified, the servicing military personnel flight will update the individual's records.

## HIV testing

Beginning June 1, all active-duty Airmen will be required to complete routine human immuno-

deficiency virus testing every two years. This is a Defense Department policy change geared toward standardizing testing across the services, officials said.

The two-year interval provides the best protection from the hazards associated with military service for HIV-infected servicemembers, board officials said. HIV testing identifies servicemembers who are infected as early as possible so military health care providers can treat them to reduce transmission. The screenings also preclude deployment overseas and other risks that may be associated with military service for those who are infected.

Within the Air Force, screenings preferably will occur during an Airman's preventive health

assessments, said Maj. (Dr.) Mylene Huynh, a preventive medicine officer at Air Force Medical Service headquarters here.

Routine interval testing does not preclude HIV screening for reasons such as testing before drug or alcohol treatment, incarceration, occupational exposure clinical indications or at an Airman's request, Dr. Huynh said.

She also said that HIV testing will remain available for all servicemembers upon request without inquiring as to the reason for the test. Under the policy, active-duty Airmen are no longer required to undergo an HIV test before moving overseas or within 12 months of a consecutive overseas tour.



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Photo by Tech. Sgt. Ken Bergmann

PETERSON AIR FORCE BASE, Colo. -- The Patrick Air Force Base Honor Guard waits for the open ranks inspection portion of the 2004 Air Force Space Command honor guard competition March 23.